

THE BULLETIN

FEBRUARY 8, 1999 ~ 52ND YEAR ~ NUMBER 12

President Brokers Olivieri Deal

BY BRUCE ROLSTON

CALLING FOR "A CLEAN SLATE" and a new beginning," the Hospital for Sick Children has resolved its controversial dispute with pediatrics professor Nancy Olivieri with the help of U of T president Robert Prichard.

The settlement between the hospital and Olivieri will see her continuing as head of the clinical and research programs on hemoglobinopathy at both the Toronto Hospital and the Hospital for Sick Children.

"All parties are confident that the new arrangements will strengthen clinical care and research," said the hospital and Olivieri in a joint Jan. 26 release.

Olivieri will relocate her office to the Toronto Hospital but remain on active staff in the division of hematology/oncology at the Hospital for Sick Children and have full access to and responsibility for all hemoglobinopathy patients' medical care. Her former post as director of Sick Children's hemoglobinopathy program, from which she was removed in January, will disappear in a divisional reorganization.

Last month the Canadian Association of University Teachers invited two leading experts in Olivieri's field, Sir David Weatherall of the University of Oxford and David Nathan of Harvard University Medical School to Toronto, to review the rift between Olivieri and the hospital. After talking to Prichard, they agreed instead to assist him in resolving the dispute.

Following a meeting with Olivieri and hospital representatives Weatherall and Nathan urged the sides in a Jan. 25 letter to accept a proposal drafted by Prichard, calling it a "fair and balanced settlement." The hospital and Olivieri agreed. In a joint news release issued the next day both thanked Prichard for the university's work in facilitating a settlement.

"I'm very pleased the university was able to play a constructive role in bringing this about," Prichard said.

Olivieri's demotion at the Hospital for Sick Children came after months of controversy surrounding her publishing possible evidence of adverse reactions to

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PROFILE

THE BUTTERFLY HEALING

Battling cancer, a professor finds strength in her family, heritage

BY FARHEEN HASAN

SOME WOULD CALL JULIA CHING "PRICKLY." The few who know her intimately, would agree. "She may be blunt, but she's not dull," admits her husband Will Oxtoby, but he also says she is very tender and that she has had to learn to be tough just to deal with the many struggles in her life, including a ongoing fight for her life.

For about the past 30 years Ching, who teaches philosophy and religion, has won several battles against a deadly invader within — cancer. She has undergone a double mastectomy. Her esophagus has been removed. Her stomach has been relocated to above her heart. Her throat clamps itself shut every so often and doctors have pounded away at it to reopen it.

"I had to learn how to eat again," Ching, 64, says. "I had to learn how to swallow again." These shocks to her system not only coated her tongue with a thick moss of yeast but also withered her small frame to a mere 87 pounds.

A University Professor, she has published 14 books, has been elected a Royal Society of Canada fellow, appointed chairholder of the Richard Charles and Esther Yewpick Lee Chair in Chinese Thought and Culture and has received countless other illustrious academic awards and honours. She doesn't mention any of her academic achievements in a recent autobiography. "Why should I? What does that matter when you're not healthy? It's not impressive. Who would want to be me?" she says plainly, not asking for sympathy.

Ching was "Shanghai-born and partly Hong Kong-

bred" under the shadow of the second Sino-Japanese War and the ominousness of communism. Her father, a lawyer, was founder and served as president of the Shanghai Bar Association. Her mother worked for the British colonial government after the children began going to school. Ching was educated in Catholic schools and her journey to the West began at 18 when she won a scholarship to attend the College of New Rochelle in New York.

In her early 20s she joined the Ursulines religious order, a vocation she struggled with partially because it demanded that she sacrifice aspects of her Chinese heritage, she says. After leaving the order she continued to pursue her academic career at the Australian National University. She then taught at Columbia and Yale universities before moving to Toronto where she adopted a teenage boy on her own, met and married Oxtoby, who also teaches religion at U of T, and settled into a teaching career.

Ching says that feelings of conflict and unending struggle followed her as she rose through the academic ranks. She feels she was forced to develop a rough exterior in order to be accepted by her male colleagues. Ironically she married Oxtoby, who easily fits into a world she feels excluded from.

"I'm caught," she admits. "Men understand one another spontaneously; they have sympathy and understanding for one another. Women are subtly excluded. It's difficult to be the only Chinese woman in a senior

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U of T Given \$13 Million

BY JILL RUTHERFORD

THE UNIVERSITY OF TORONTO has received the largest ever single cash donation to cardiovascular research in Ontario.

A combined donation of \$13 million from the Heart and Stroke Foundation of Ontario and the Lewar family of Toronto will create the Heart & Stroke/Richard Lewar Centre of Excellence in cardiovascular research at U of T. The centre will focus on developing genetic treatments for the two most serious cardiovascular problems faced by Canadians: atherosclerosis (hardening of the arteries) and heart failure.

"This centre will attract and retain a group of genetic experts and clinical investigators who will enhance our understanding of the role that genes play in various heart diseases," said Professor Michael Sole of the department of medicine and chair of the research policy committee, Heart and Stroke Foundation of Ontario. "This knowledge promises a golden age for the diagnosis and treatment of heart disease — not in some far-off distant future but starting right now as we enter the new millennium."

The foundation has donated \$6 million to the new centre while Stefan Lewar and his family have contributed another \$7 million.

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INSIDE

Varsity's blues

THE FACULTY OF PHYSICAL Education and Health takes on Paramount Pictures. *Page 3*

How may I help you?

U of T'S SWITCHBOARD OPERATORS can count the ways. *Page 5*



The bottom line

THERE ARE TWO MODELS OF faculty compensation — one leading to excellence, the other to mediocrity. *Commentary. Page 7*

IN BRIEF



Business school rated highly

THE JOSEPH L. ROTMAN SCHOOL OF MANAGEMENT PERFORMED well in a recent international survey of business schools. The MBA program is rated fifth in the "value for the money" category, behind McGill and three European schools, in the survey by the *Financial Times*. Overall the Rotman school ranked 36th, worldwide, in a ranking otherwise dominated by American schools. Roger Martin, dean of management, said he was pleased with the results and hoped the school would rise in the ranks over the next decade.

U of T buildings win design award

U OF T HAS RECEIVED TOP HONOURS FROM *CANADIAN ARCHITECT* magazine for building designs on each of its three campuses. In its December 1998 issue the magazine announced the annual winners of its Awards of Excellence and Awards of Merit. Out of a total of eight winning projects, U of T had three: the first year residence complex at the University of Toronto at Mississauga and the Academic Court at the University of Toronto at Scarborough each collecting Awards of Excellence while the graduate student residence on the St. George campus received an Award of Merit. These awards, for projects in the design and/or construction stage, are the only major national architectural awards of this kind. Submissions from across the country are received by *Canadian Architect* which the magazine then selects an independent panel of judges to pick the winning designs along with honourable mentions.

Working Alone up and running

APPROXIMATELY 40 FACULTY AND STAFF IN THE PAST SIX MONTHS have used the Working Alone safety service offered by campus police. The program keeps track of those working on their own after hours, on weekends or during holidays. Police either phone or drop by to make sure those signed up are okay. Len Paris, community safety coordinator, said he expects the number of users to grow as more people become aware of the service. It runs from 10 p.m. to 7 a.m. weekdays and around-the-clock weekends and holidays. For more information call 978-2323.

AWARDS & HONOURS



Faculty of Arts & Science

UNIVERSITY PROFESSOR MITCHELL WINNIK of chemistry will receive the Roy W. Tess Award in coatings, presented annually by the division of polymeric materials: science and technology of the American Chemical Society in recognition of outstanding contributions to coatings science and technology. Winnik is well known for a broad range of innovative studies of synthetic polymers at the molecular level; the award will be presented at the annual meeting of the American Chemical Society Aug. 23 in New Orleans.

Faculty of Medicine

PROFESSORS ERIC LETOVSKI AND JOEL LEXCHIN of family and community medicine are the 1998 winners of the Anna Jarvis Teaching Awards for excellence in teaching postgraduate emergency medicine. Letovsky won the award for the CCFP(EM) residency program; Lexchin for the FRCP residency program.

SUSAN QUAGGIN, A LECTURER IN THE DEPARTMENT of medicine, has awarded the 1998 Elsie Winnifred Crann Award of the U of T Life Sciences

Committee, given to new junior faculty within five years of their first faculty appointment and actively engaged in research in the areas of breast cancer or pulmonary or kidney and urinary diseases. Valued at \$35,000, the award will support her research project, The Role of Pod-1, a novel basic-loop-helix protein in kidney development and disease.

PROFESSOR CHAIM ROIFMAN OF PEDIATRICS HAS been awarded the 1998 Helen A. Dales Award of the U of T Life Sciences Committee. The \$50,000 award honours an established U of T investigator of outstanding calibre whose research has had a substantive impact in the areas of basic or clinical sciences or community health. The award will support his research on T-cell development and transduction.

PROFESSOR MIKE TYERS OF MEDICAL GENETICS and microbiology has received the 1999 Canadian Society of Biochemistry and Molecular Biology Merck Frosst Prize. The prize recognizes young scientists who have developed an accomplished record of research in biochemistry or molecular biology within the first decade of their independent scientific career.

THE BUTTERFLY HEALING

Continued from Page 1

faculty position in an environment dominated by white men. To speak out about this can cost you professionally and personally. Some colleagues support my position, others don't."

In her autobiography and latest book, *The Butterfly Healing: A Life Between East and West*, Ching unveils some of these struggles, her belief in the importance of friendships, her fears and past insecurities. She also discusses her need to escape the tangible world and enter a world in another realm where she can commune with herself. She says she derives strength, balance and a sense of identity from both the eastern culture in which she was raised and the western culture in which she grew academically.

"The western attitude towards acquiring knowledge stems from curiosity. In the East we're trained to study out of a sense of duty," she explains. "When I was ill and had to go for tests at the hospital, I had the desire to learn something even from the negative experiences. I was curious about my body and wanted to learn about the high-tech tests. Curiosity represented hope."

After undergoing traditional treatments for cancer, Ching practised other non-traditional strategies to cope with her illness. She experimented, and experienced some success, with alternative medicine but continues to support traditional medicine.

Ching believes there is a side to everyone that cannot be defeated by sickness. "We can help ourselves. We have to teach ourselves to do it."

ON THE INTERNET

FEATURED SITE

Virtual histories and virtual mysteries

TUCKED AWAY WITHIN THE realms of the U of T lies a plethora of historic scientific artifacts that were (pardon the pun) instrumental to the development of Canada's premier scientific university during the 19th century. Over the past 20 years dedicated U of T scholars painstakingly catalogued most of the university's scientific instruments. Sadly, many of these obsolete objects disappeared over time. Thanks to the efforts of researchers from the Institute for History and Philosophy of Science and Technology, the U of T Museum of Scientific Instruments Web site is a marvellous visual database to behold. By studying these wares, historians are able to better understand the actual practice of science as well as theoretical concerns. Just looking at a filtering flask brought back memories of me frantically distilling solvents and extracting crystalline byproducts in my first-year chemistry lab. There's even a section called Mystery Instruments that warrants the aid of any sleuth capable of identifying these unknown objects.

<http://www.chass.utoronto.ca/utmusi/>

SITES OF INTEREST

U OF T HOME PAGE

www.utoronto.ca

THE CAMPAIGN FOR U OF T

www.uoftcampaign.com

RESEARCH UPDATES (NOTICES)

www.library.utoronto.ca/www/rir/hmpage/

PHD ORALS

www.sgs.utoronto.ca/phd_orals.htm

U OF T JOB OPPORTUNITIES

www.utoronto.ca/jobopps

If you want your site featured in this space, please contact Audrey Fong, news services officer, at: audrey.fong@utoronto.ca



Info for info techies

THE NATIONAL RESEARCH COUNCIL OF CANADA HAS launched a new online resource for researchers in the fields of information technology and telecommunications. BiblioNet, created by NRC's Canada Institute for Scientific and Technical Information, brings together industry news, databases, upcoming events and articles from major trade and research publications.

<http://www.nrc.ca/biblionet>

Here, there, everywhere...

WHERE IS THERE A COMPUTER WHEN YOU NEED ONE? THE ingenious folks at the Information Commons have put together a Web page describing the many computing facilities around the St. George campus. Restrictions vary from site to site so read information carefully to determine whether or not you're eligible to use a particular computing facility.

<http://www.utoronto.ca/welcome.html/compsites.html>

Excluded Staff Want Representation

BY SUZANNE SOTO

NOW THAT 90 PER CENT OF U of T's administrative and technical staff are unionized, is there a future on campus for an organization to represent the 10 per cent not in the union?

According to a recent survey of University of Toronto Staff Association members excluded from the United Steelworkers of America's bargaining unit because they're senior managers, deal with confidential labour relations information or have professional status, the answer is yes. Professor Michael Finlayson, vice-president (administration and human resources), said UTSA will cease to exist but excluded staff who want some form of representation are free to organize and seek recognition from the administration.

"UTSA, the organization we have known and loved and worked with for 25 years, that represented all administrative staff, can no longer do so," Finlayson said. "The Steelworkers now represent the 2,400 members of the staff, by law."

Last month UTSA polled 81 of its approximately 130 excluded members. Among the findings: 86 per cent believe UTSA could play an important role in negotiating salaries, benefits and employment policies for them as well as provide advice and assistance with job problems while 77 per cent thought there is "a sufficient community of interest to warrant representation by an umbrella organization like UTSA."

Clearly, said UTSA president Mel Martin last week, excluded staff want to keep UTSA or a similar organization alive beyond June 30, when the administration plans to "amend or terminate" the Framework Agreement that formally

rules dealings between it and the association.

Of more immediate concern is UTSA's role while the Steelworkers negotiate a first contract for staff, a process that could take months. (Fil Falbo, the union's Toronto area co-ordinator, said nominations for the nine available bargaining committee positions closed Feb. 5 and an election would follow. The union then plans to consult with the membership at all three campuses before starting collective bargaining.)

In his letter to UTSA members, Martin says UTSA can no longer help its members handle job-related problems and grievances. Instead those in the bargaining unit should contact the union. As a result, anyone wishing to immediately withdraw from UTSA and stop paying dues can do so by informing the organization in writing.

A "lamentable byproduct" of this, however, is that UTSA no longer needs its three full-time staff; the workers, all women, will be laid off as of April 7.

"There is a very bitter irony there," Martin said of the fact the women are losing their jobs due to the union's success. He added UTSA has taken steps to help them find other work at the university. The staff could also end up working for the union's local on campus whenever that is established, said Falbo, but he noted that decision is strictly up to the local itself. Meanwhile UTSA hopes to offer the three an enhanced severance package but this, Martin said, is contingent primarily on how many members continue paying dues in the next few months.

He hopes most UTSA members will pay dues at least until the association's next general meeting, planned for early March.

Legal Action Launched

OUTRAGED BY THE MOVIE *Varsity Blues* and its perceived ties to U of T, the Faculty of Physical Education and Health has persuaded the university to take legal action against the film's distributors and producers.

"I find this movie really objectionable," said Dean Bruce Kidd of the physical education faculty, citing its misogynist, homophobic and racist approach to sports and student life. "But what's particularly upsetting is many people think we made a licensing deal with the film company."

The movie, released in January, bears the same name as U of T's intercollegiate sports teams. It focuses on the relationship of five small-town high school football players and their "win-at-all-costs" coach.

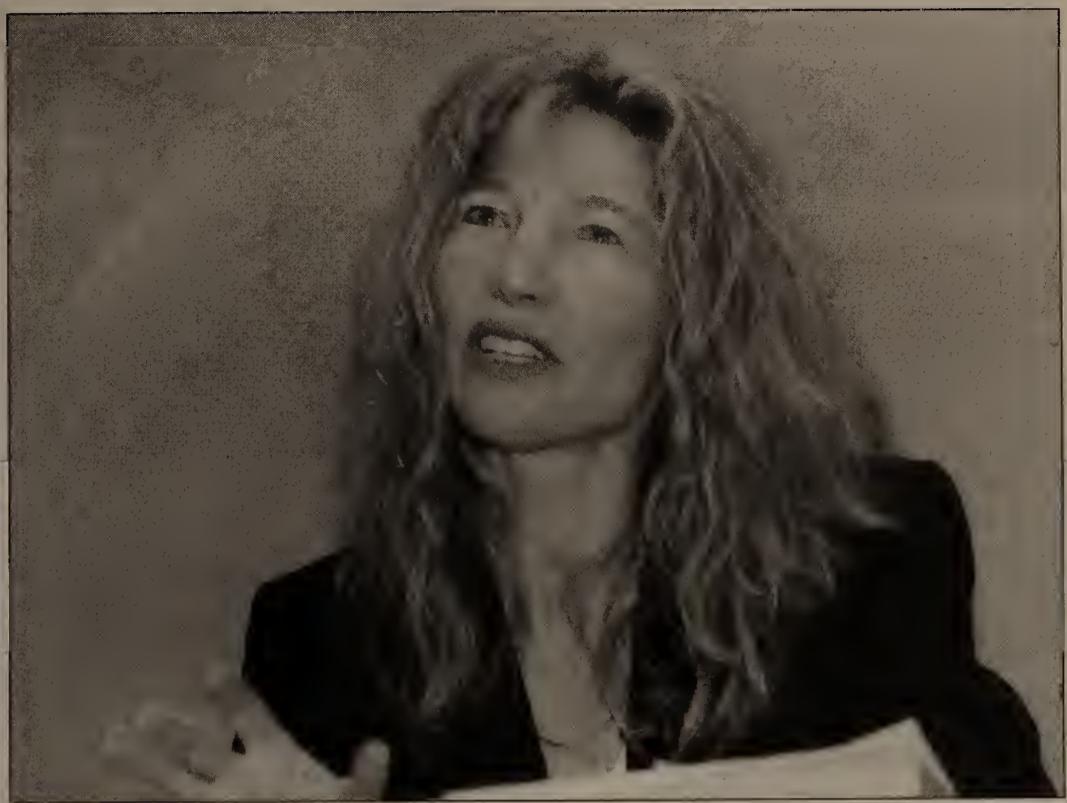
The film's distributor, Paramount Pictures, did not seek U of T's permission to use the words "Varsity Blues," which carry official and registered trademarks in Canada. However, even if it had,

the faculty would have said no, based on the movie's content, Kidd said. The university now plans to take the appropriate legal action "necessary to restore our good name and compensate us for damages," he added. U of T has instructed its lawyers to advise Paramount of the problems created by the trademark infringement and to start proceedings to rectify the mistaken impression that U of T is associated with the film.

Kidd said there have been several dozen complaints about the movie from the faculty's alumni, students and staff. "Here we are trying to recruit students, raise funds for our programs and correct the abuses in sport. And then this film is produced showing every abusive practice possible and it's associated with U of T."

Bob Laycock, head football coach of the Varsity Blues, said the film "makes a mockery of everything the real Varsity Blues are trying to convey to our alumni, fans and potential recruits."

DEFENDING EQUALITY



JEWEL RANDOLPH

Journalist, author and social activist Linda McQuaig delivered the 1999 Women's Centenary Lecture Feb. 1 at the University of Toronto at Mississauga. McQuaig's talk, *Globalization, Women and the Assault on Equality*, dealt with some of the issues she tackles in her latest book *The Cult of Impotence* and that refute the popular notion that governments are powerless in the global economy to deliver full employment and well-funded social programs.

Geologist Wins Steacie Fellowship

BY BRUCE ROLSTON

GEOLGY PROFESSOR BARBARA Sherwood-Lollar has won one of this year's NSERC Steacie fellowships for her work on ground water contaminants.

Founder and director of the stable isotope laboratory, Sherwood-Lollar uses isotopic signatures of individual polluting compounds such as hydrocarbons and chlorinated solvents to identify their presence and track their movement in ground water.

NSERC awards four of the fellowships every year to Canadian university researchers who have earned international recognition in their fields. The \$180,000 award is meant to pay a researcher's salary for two years, freeing him or her to pursue advanced research full-time.

The Steacie is just the latest honour for Sherwood-Lollar, who last year won the Henry Darcy

Distinguished Lectureship by the American Association of Ground Water Scientists and Engineers.

This year U of T also has a share in three of four Steacie doctoral prizes. In addition to two of the \$5,000 prizes going to U of T doctoral researchers, a third was received by a researcher soon to join U of T's faculty.

Troy Day, who becomes an assistant professor in zoology May 1,



Barbara Sherwood-Lollar

received his Steacie doctoral prize for his work using mathematics and game theory to study issues in evolutionary biology, such as the evolution of altruism, and the allocation of resources by plants to growth or reproduction.

He joins U of T winners Hong Yang, whose chemistry thesis has advanced the search for "supramolecules," designer structures of inorganic materials with potential for use in novel composites, nanoscale devices, drug delivery and biomaterials; and Edward Sargent, who received his prize for his work in the field of microlasers, which could become the driving force of future microchips.

Sargent recently received an assistant professorship at U of T as the Nortel Junior Chair in Emerging Technologies. Yang, who did his doctoral research with Professor Geoffrey Ozin, was recently appointed an NSERC post-doctoral fellow at Harvard University.

Report Proposes More Student Housing

BY AILSA FERGUSON

TO ADDRESS A PRESSING NEED for new student housing at U of T, a recently released report calls for close to 2,000 more spaces on the St. George campus.

Presented to University Affairs Board Jan. 26 for comment and discussion the report, *Student Housing: A Plan for the Next Phase*, proposes that by Nov. 1, 2001, a projected 6,649 students will be housed on campus up from 4,729 as of Nov. 1, 1997. At Erindale it is projected that an additional 200 students will be accommodated while at Scarborough the figure is 61.

Noting that on-campus housing is an important component in recruiting and keeping students,

the report assesses the different types of housing now available at U of T and where the university falls short. It concludes "there is a significant unmet need measured by the inability of all categories of University of Toronto students, except for those groups guaranteed residence, to find places by the beginning of classes in September." It also acknowledges that if rents for off-campus accommodation continue to rise, the demand for on-campus housing will increase.

The plan proposes that a second new graduate/second-entry residence, providing 450 places, be built in addition to the one already under construction at Spadina and Harbord, which will contribute a net increase of 193, and that college housing be expanded by 800 places.

It recommends that the university make more effective use of Tartu College, an independent residence of 474 beds located on the north side Bloor Street, and that to address the needs of student families, an additional 300 apartments be created on or near the St. George campus.

At the Jan. 26 meeting, several points were raised, among them the need that student housing be affordable. Michelle Pensa, a full-time undergraduate member of the board, noted the cost of housing is an important consideration for students choosing a university.

Professor Ian Orchard, vice-provost (students), told the board that the phrase "affordable housing at the University of Toronto" will be included in the revised version.

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SPECIAL EVENTS

Call 978-2452

Elections - Nominations for senior member positions on the Graduate and Recreational Athletics Committee close Fri. Feb. 19 at 2pm.

World of Music Workshops - Beginning February 20, Hart House will host a series of workshops in Andean pan flute, Balkan music, classical Indian singing, Caribbean drumming, African guitar, Cuban music, harmonic overtone singing, Canadian fiddling and Bonjole. Fee is \$99 (GST included) for Hart House Members. Register at the Hall Porters' Desk. Call 978-5362 for details. Non-members of Hart House call 966-4447.

Wine Seminar Series - Thursdays, Feb. 25 (Wines of Eastern Europe and South America), Mar. 4 (Wines of South Africa), and Mar. 11 (Cabernet Showdown - California vs. Bordeaux). \$80 or \$48 for students. Seating is limited. Register at the Membership Services Office: 978-2447.

ART

Call 978-8398

Art Lecture Series - "Coming Out of the Closet", featuring artist, Grace Channer on Tue. Feb. 23 at 7:30pm in the East Common Room.

Annual Art Competition - The Art Committee invites submissions from students and Hart House members. Submission dates are March 4 and 5. Rules and entry forms are available at the Hall Porters' Desk.

The Justina M. Barnicke Gallery - Opening of "Dog and Pony" featuring Sam Harris and prints by Liz Parkinson. Runs to Mar. 4.

Arbor Room - Opening of works by Constance Boldt, Mar. Feb. 8.

MUSIC

Call 978-2452 - All concerts are FREE!

Tuesday Recitals - The Hart House Music Committee and the Faculty of Music present saxophonist, Mark Tse on Tue. Feb. 9 at 8pm in the Music Room.

CLUBS & COMMITTEES

Call 978-2452

77th Annual Exhibition of Photographs by Members of Hart House - Pick up a copy of the rules and an entry form from the Hall Porters' Desk. Closing date is Fri. Mar. 5.

Hart House Farm - Enjoy a beautiful day or overnight stay with your friends or campus group at the Farm located in the Niagara escarpment in the Caledon Hills. Call 978-2447 for more information.

ATHLETICS

Call 978-2447

Free Nautilus Orientation Sessions - See the schedule posted in the Athletics Facility at Hart House.

Coventry Cup Squash Tournament - This annual tournament open to all members of the Athletics Centre and Hart House will be held on March 5 and 6. Call Membership Services Office at 978-2447 for more information.

HART HOUSE

UNIVERSITY OF TORONTO

U of T Given \$13 Million for Heart Research

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The centre will be named after Lewar's son Richard who died from heart disease. The university will match \$1 million of the foundation gift to create the Heart and Stroke Foundation of Ontario Chair in Cardiovascular Research at the University of Toronto.

Sole, acting director of the new centre, says this new funding fills a growing gap left by dwindling government support for cardiovascular research. "It couldn't come at a better time as we are experiencing a frustrating dilemma in cardiovascular research," he said. "We are sitting on the cusp of major advancement in the field of molecular genetics therapy, yet we're faced with funding shortfalls that

threaten these very advancements."

Canada is the only G-7 nation to have actually cut funding to research, he added, leading to the loss of "some of the finest young researchers" to the United States and elsewhere. "We seem to have forgotten our obligation to health care patients."

Despite government funding cuts U of T researchers have already identified important heart disease-related genes and collected and catalogued the world's largest "library" of all known genes that could have an impact on heart disease. An example of promising genetic treatments are experimental therapies that can spur the growth of new blood vessels to replace diseased ones, Sole said. Such techniques

could lead to "bypass surgery without the surgery."

Dean Arnie Aberman of the Faculty of Medicine was equally pleased with the \$13 million commitment: "The number 13 will never be unlucky for me again," he joked at a packed news conference held Jan. 28 in the Council Chamber at Simcoe Hall. The centre, he said, "will set the stage for our local scientific community to play the lead role in the emerging field of gene therapy as it relates to heart disease."

Some 6,000 square feet in the FitzGerald Building on the St. George campus has already been allocated for the centre and renovations are set to begin immediately, Aberman said.

President Helps Olivieri, Hospital Reach Deal

Continued from Page 1 ~

deferiprone, a drug being tested as a treatment for the blood disorder thalassemia. Olivieri had signed a contract with the pharmaceutical company Apotex, which produced the deferiprone used in the trials, requiring its approval to publish any data.

In her ensuing dispute with Apotex Olivieri asked the hospital for legal help but the hospital, which had not been a party to her agreement with the drug firm, declined. A hospital-commissioned review by Dr. Arnold Naimark, president of the University of

Manitoba, found fault with both sides in the matter.

In December the U of T Faculty Association launched grievances on behalf of Olivieri and her supporters at the hospital, saying their academic freedom as university faculty members had been infringed upon by the hospital's actions. Despite the recent settlement, those UTFA grievances will move forward in line with the normal grievance procedure, UTFA has announced.

At the Feb. 4 meeting of Governing Council, Prichard thanked Dean Arnold Aberman of the Faculty of Medicine, Provost

Adel Sedra and Vice-Provost Paul Gooch for their assistance in achieving the settlement.

As part of the settlement the hospital will pay Olivieri's past and future legal expenses and give her a six-week sabbatical as soon as it is convenient.

Letters from the hospital to Olivieri and her supporters, which they and UTFA saw as gag orders attempting to limit their freedom to dissent, have been withdrawn and the hospital has agreed not to restrict or appear to restrict the exercise of academic freedom by any U of T faculty member.

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HELLO, OPERATOR?

U of T's switchboard staff handle a quarter of a million calls a year; many of these calls are far from routine

BY MEGAN EASTON

NATASHA HAWLEY AND HER COLLEAGUES AT THE University of Toronto switchboard are telephone operators by title, but depending on the day and the caller they can be counsellors, emergency response workers, friends or mediators.

"We wear a lot of different hats around here," Hawley says. Humorous or heartbreaking, baffling or bizarre, some of the calls are far from routine.

While most callers are students, parents and faculty with legitimate questions, not all inquiries are straightforward — or even relevant. After almost 30 years as a U of T operator Hawley has her share of stories. One memorable man, for example, wanted to know what he should do about his dying iguana. Others have asked for more practical advice such as the mother who called and said, "What should my son be, a doctor or lawyer? Which pays more money?" There is also the occasional bomb threat and family emergency. And, of course, there are the weather inquiries. "As soon as there's one speck of snow people call and ask if classes are cancelled," adds operator Susan Davison.

About 250,000 calls a year pour into the bright, crowded fourth-floor office at 215 Huron St., with most coming between September and April. Handling those calls are three full-time operators and one part-time employee, much fewer than some people imagine. "Most people think there are eight or 10 operators in here," says Davison.

The operators welcome any information that helps them keep track of the constantly changing academic programs, news and events people ask about every day. A computer database is the operators' main tool but they also use newspapers, newsletters and other campus resources. "Our biggest frustration is not being informed ahead of time," says Hawley.



Natasha Hawley

When departments change their names or personnel the switchboard needs to know, she says, otherwise they can't direct the people who seek their help.

Patience, says telecommunications director Debbie Stewart, is the operators' top job requirement. "To be friendly and professional and make every call sound as if it's the first time you've ever been asked that question takes a certain type of individual. I'm convinced that there are more people

coming through the front doors of the telephone service than all of the hundreds of front doors on campus," she says, "so it's very important that we put forward a positive image."

Sometimes the weight of this responsibility requires a release; that's when the mute button goes on and the operators swap stories or brainstorm about tough questions. "A lot of people don't realize how stressful this job can be," Hawley says. "People should come and see us more often — put a headset on and listen to some of the calls. It's educational." President Robert Prichard has taken her up on her invitation a couple of times. "I don't want to speak for him but I think he was quite surprised at the number and diversity of calls that come in," Davison says.

Many people call because they simply need an ear to listen and a friendly voice on the line; others, however, call to vent their frustration. "We try not to judge and to always treat people with respect," Davison says, "and we always try to connect them somewhere. I have to say that the faculty at U of T is excellent because there's always someone out there who will speak to them."

Callers are grateful when they can talk to a live person at an institution as large as U of T and the operators try their best to connect people to people. And while operators will still be available to callers, changes introduced to the telephone system this month will also allow those on the line to use an automated self-help menu. Stewart hopes this feature will reduce the load on the switchboard and shorten waiting times.

As a live operator, Hawley considers herself "a rare species" in an increasingly automated environment. After dozens of years and thousands of questions she never tires of the job and plans to write a book about the experience. "I just like talking to people," she says. "I wouldn't be in this job if I didn't."

Co-education Debated

BY JILL RUTHERFORD

CO-EDUCATIONAL SCHOOLS MAY be a saving grace for boys, but gender-mixed classes do little to promote the self-esteem and self-confidence of young women, says Jill Ker Conway, Australian feminist historian, best-selling author and former U of T vice-president.

Ker Conway made the remark to President Emeritus John Evans at an informal debate held at University of Toronto Schools Feb. 2 to celebrate 25 years of co-education. The school, opened in 1910, was originally to have been two: one for girls and one for boys, but the girls' facility was never built. It wasn't until 1973 that UTS opened its doors to young women. Evans, U of T's president at the time, recalled the decision was made in part because of the prompting of Ker Conway, a vice-president from 1973 to 1975.

Evans argued that co-education does not hamper the academic performance of young women at UTS. In fact, he said, their addition to the classroom led to enriched discussion, a new awareness of social and women's issues and "a greater spirit of collegiality" among students that prepared them for the "real world" much more than a single-sex setting. The "strident feminism" found elsewhere was avoided at UTS in part because gender differences were but one facet of the school's strongly multicultural mix.

Ker Conway, the first female president of Smith College — an

all-female school that produced such outstanding American feminists as Betty Friedan and Gloria Steinem — politely chided Evans: "I'm not so sure we want to moderate strident feminism."

Quoting American studies, Ker Conway noted women were three to four times more likely to persist in their academic careers if they had attended same-sex schools, where they benefited from seeing strong women in positions of authority. In co-ed schools, women were less likely to have equal footing with their male counterparts.

"In a totally non-verbal way, the message gets conveyed as to who is really in charge," she said. "Everybody who is going to be a leader needs to know they are going to have a territory that is theirs. If you don't own a place you will be tentative in life. But if you have a place that is unequivocally yours, you will be a much stronger person politically."

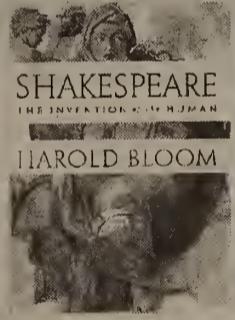
Single-sex schools offer young women that sense of place, she argued, allowing them to develop into strong community leaders without a major part of their energies being siphoned off into the "private pairing" so often seen in co-ed settings.

Evans said that the danger of building self-esteem in "uni-gender" settings is similar to the danger of building self-esteem within single ethnic environments — students need a broader educational context in which to prepare for the true multicultural reality of Canadian society.

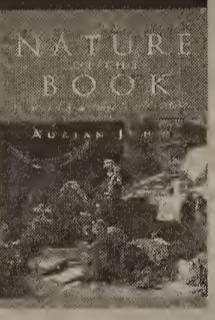
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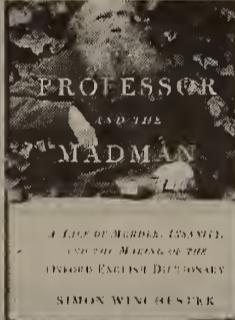
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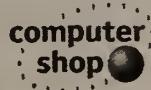
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Presented in the form of a dialogue between the authors, the book provides a thorough examination of the roles of politicians and public servants and techniques of management in Westminster systems. What emerges is a sophisticated philosophy of statecraft that recognizes both politics and management, and underlines the importance of balancing the two.

First published in 1992, *Political Management in Canada* is now available in a revised and updated edition. A new appendix shows how the book can complement the major political science and public administration texts currently in use in Canada.

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Gift Establishes Finance Chair

Alumnus gives \$1.25 million to business school

OF T ALUMNUS MARK Bonham has donated \$1 million to establish a new centre for finance studies at the Rotman School of Management.

Strategic Value Corporation, the company he founded, is adding a further \$250,000 to the gift to support national fellowships for Rotman MBA students. When matched by the university, these additional funds create a permanent \$500,000 endowment for student aid.

The new centre will support leading-edge research in key finance areas. It will also develop innovative new finance case studies to enhance the management school's curriculum in both MBA and executive programs.

Professor John Hull, recognized internationally for his finance research and innovative teaching, has been appointed centre director.

"The centre will provide a point of intersection for the very best minds in the finance field to come together," said Hull. "In addition to research activities, faculty and students will work collaboratively with industry to identify and track trends in such areas as fund management, investment banking, derivatives and risk management."

Bonham, who graduated from U of T in 1982 and the London School of Economics in 1988, believes those in the corporate sector "have a responsibility to give back, helping the next generation prepare for the challenges of the new millennium."

"Increasing global competition means we all need to ensure that business education in Canada remains amongst the best in the world. The need for MBA graduates who can think in innovative ways has never been greater."

Science Teaching Receives Boost

MPERIAL OIL IS DONATING \$1 million to a centre dedicated to the development of new curricula and teaching practices in the areas of science, math and technology education.

The Imperial Oil Centre for Studies in Science, Mathematics and Technology Education will be located at the Ontario Institute for Studies in Education of the University of Toronto. The centre will develop model instructional programs, widely accessible to Canadian teachers, to increase students' competency and interest in these subject areas.

Teachers from across Canada will be seconded to the centre for a full year to study new teaching practices and help develop curriculum

materials, returning to the classroom with new ideas and skills. The centre will also publish a journal, called the *Canadian Journal of Science, Mathematics and Technology Education*, the first of its kind in Canada.

"Increasing Canadian children's aptitude for, and interest in, science, math and technology education is essential," said Bob Peterson, Imperial Oil's president and chief executive officer. "New jobs in Canada require competency in these areas and Imperial Oil is committed to helping provide Canadian children with the tools that will enable them to play a role in the scientific advances of the next millennium."

Archdiocese Funds Christianity Chair

HE ROMAN CATHOLIC Archdiocese of Toronto is giving \$1 million to St. Michael's College to endow a Chair in Christianity and Culture at the University of Toronto.

The work of the chair will focus on interdisciplinary research and teaching in the broad subject of Christianity, its moral and religious life, its intellectual heritage and contributions to Western civilization. The chair will be part of St. Michael's program in Christianity and Culture, which has been offering courses for 20 years but operating without adequate staff or funding. St. Michael's hopes to endow another

two chairs in this field as part of its fundraising priorities.

"The University of Toronto has one of the most diverse student bodies in Canada," said the Catholic Archdiocese's Father Dan Donovan, who has taught courses at St. Michael's for 28 years. "In the multicultural environment of today it's important to foster meaningful dialogue between students of all different faiths and all areas of study. It's one of the few environments in which young people can begin to consider the historic and continuing contribution of Christianity to the large moral, philosophical and religious questions of life."

COMMENTARY

TWO VISIONS OF THE FUTURE

What sort of university U of T becomes depends on what it is willing to pay its faculty

By LLOYD GERSON

ON NOV. 30 THE U OF T FACULTY Association delivered to the administration its salary, benefits and pension proposals for 1999-2000. As usual one of the principal issues in contention is what salary increase, if any, the academic staff should receive. The question I would like briefly to address here is, What principle ought the administration employ in determining the proportion of its budget it will devote to compensation?

There are basically two competing models available to those who ask themselves this question. The first model, call it "minimizing," treats compensation as one cost among many in operating the university. This model tends to view the university as if it were a profit-making enterprise that strives to keep all costs as low as possible while still being able to bring its product to the widest market. If the administration employs this model it allocates the minimum amount necessary to retain a staff and avoid intolerable discord. It views the success of its enterprise primarily in quantitative terms — the amount of academic product.

This model obviously has an attraction for those charged with balancing a budget and containing the rise in operating costs. Evidently this model drove the administration's proposal for a three percent salary cut in the last round of negotiations. The

average starting salary at U of T for assistant professors in the tenure stream is currently over \$60,000 a year. I have no doubt that if the administration halved that, and then halved that again, it would find a reasonable number of newly minted PhDs desperate enough to sign on for that salary. And if they also adamantly refused to add one penny to compensation for the next decade, it would without a doubt still have a team to field at the beginning of each September and a Convocation Hall overflowing with graduates each June. And with the money it would save by rigorously following this model it could build splendid new buildings, refurbish decrepit ones, develop

innovative programs and add substantially to its endowment.

The second model of compensation, call it "maximizing," strives for excellence at any cost, in accord with the university's stated mission, not for "product." If the administration follows the second model, the primary focus of its expenditures is whatever it takes to recruit and retain an academic staff that will fulfil its mission of excellence. Following this model, the administration must compete for the best and it must continue to offer compensation in line with its true competitors — the major public research-oriented universities in the U.S. — in order to retain the loyalty and productivity of the best.

UTFA obviously advocates compensation based on this model because it is committed to the principle that an excellent academic staff is the heart of a great university. The administration is not, in my view, unequivocally wedded to the minimizing model. Rather, it is conflicted. On the one hand the president declares in the winter issue of the *University of Toronto Magazine* that "we must expect to be compared with the best universities anywhere and be ready to do what is necessary to rank among the world's leading public research universities." On the other the administration proposes a budget for 1999-2000 that includes a two per cent salary increase.

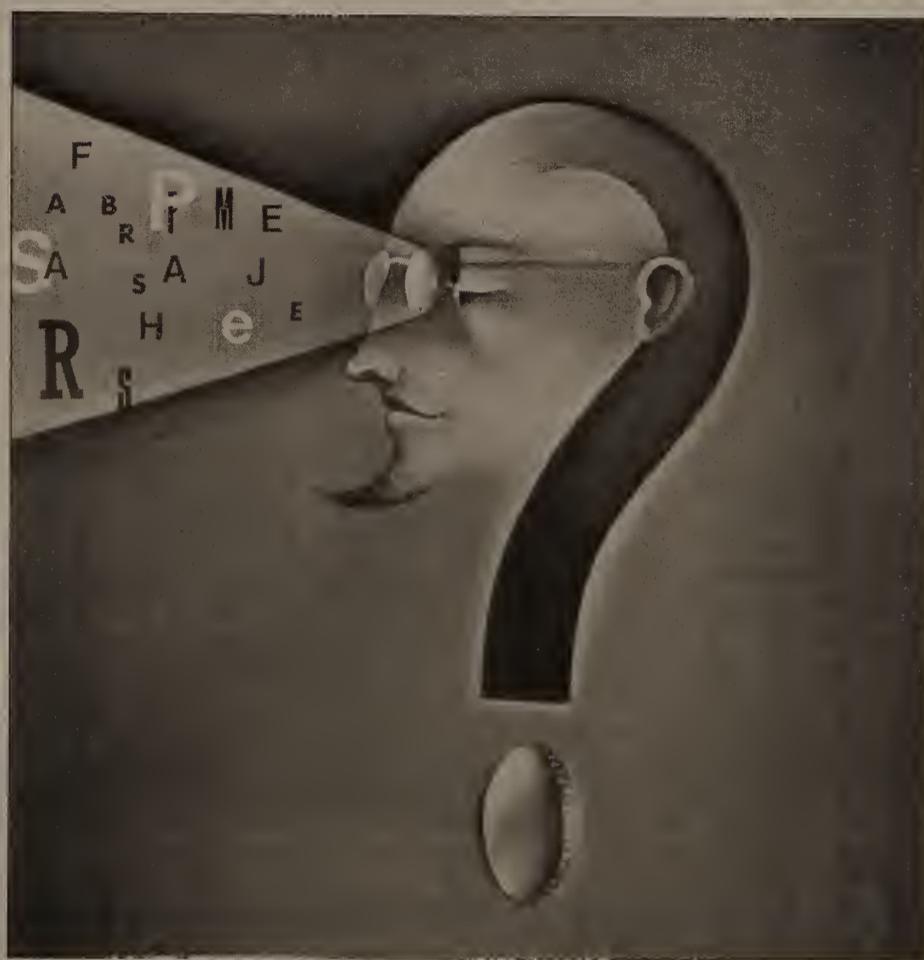
By contrast, UTFA is proposing, among other things, an eight per cent across-the-board salary increase on top of a cost-of-living increase. On a very generous reading of a complex set of parameters, this figure would place our academic staff just barely within reach of the compensation levels of its main competitors. It would not compensate for the fact that we have a mandatory retirement policy and none of those institutions do, but it would go a considerable way towards our fulfilling our stated mission.

One might argue that a blend of the two models is optimal. Employ the maximizing model to attract and keep a cadre of "stars" and a minimizing model for the rest. But this is surely a false economy. Stars typically crave,

even more than top dollar, an academic culture of excellence. They crave colleagues who are not disgruntled and demoralized. Above all, they crave a commitment from their university to hire and retain the best at whatever cost necessary. We all know of cases where "stars" have been lured to second-rate institutions with extravagant offers. We also know that the result is typically an unhappy one. I suggest that in the long run the wisest course of action for the University of Toronto is to follow a model of compensation in line with its own view of itself.

Professor Lloyd Gerson chairs UTFA's negotiating committee.

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LETTERS



BANNERS IN TATTERS

Has anyone else noticed that some of the Great Minds for a Great Future along St. George Street do not seem to be surviving the winter too well?

Perhaps it might not be a bad idea to bring in some Great Maintenance Workers for a Better Present?

*PHILIP STENNING
CENTRE OF CRIMINOLOGY*

CIUT VITAL TO U OF T COMMUNITY

As an administrative staff member, part-time graduate student, and full-time listener and supporter of CIUT I am distressed by the crisis at our campus/community radio station.

In addition to enjoying the unique programming provided by the dedicated and knowledgeable CIUT volunteers, I have had the honour and pleasure of appearing as a guest on several of my favourite shows (including Ken Stowar's Global Rhythms, Karen McCrindle's ethniCITY and Michael Stohr's Africa International Radio). I can't imagine where else I would be invited to discuss U of T Day, the content of our African studies program or to play new Swedish folk music I picked up in Stockholm last fall!

At a time when most commercial radio shows, especially those devoted to music, are pre-programmed by some computer in California, it is vital that campus radio stations like CIUT remain healthy and accessible. Alternative voices must be heard in a democracy, and campus radio is one of the final frontiers.

I urge the entire university community to tune in to CIUT. If you aren't already a listener, drop by the station sometime and pick up a program guide. You're sure to find something that interests you whether it be jazz, the blues,

classical Indian or Celtic music. Find out how you can help by becoming a volunteer or by making a financial contribution.

We must do whatever it takes to save this station and its FM licence. The university, the city and the country cannot afford to lose its voice, however insignificant it may seem at times!

*LISE WATSON
ADMISSIONS AND AWARDS*

ARTICLE ON CIUT UNBALANCED

It was with dismay that I read Michah Rynor's recent article on CIUT (Campus Radio Station in Financial Crisis, Jan. 25). Not only does it contain errors — CIUT has had its FM licence for only 12 years and there is good reason to believe that the debt load is closer to the \$200,000 mark, for example — but, aside from a quote that suggests the existence of a battle between myself and Stacey Young (presidential appointee to the CIUT board of directors), it is written completely from the point of view of the Students' Administrative Council and the university administration.

It is important to note that CIUT is largely run by the over 400 volunteers who work there. Many of these volunteers have served on various CIUT boards of directors and committees and are in a very knowledgeable position to discuss the financial and structural difficulties at the station. Although over 10 pages of documentation written by experienced volunteers were faxed to the office of *The Bulletin*, none of this information was used in the article. As a result, *The Bulletin* has published an unbalanced and largely inaccurate representation of the situation at CIUT. This illustrates the campus-wide tendency to silence the volunteer voice, which is the major source of "volunteer anger" at the station.

March is Kidney Month. Please give generously.

In response to Young's comment that CIUT "often seems and looks like an organization with very little U of T content," may I remind her and others that CIUT holds a campus/community licence, which means that we are responsible for serving both. To expect the content of CIUT to be more directed to the internal campus when the station has 15,000 watts of power (Kitchener to Cobourg, Barrie to Buffalo) is unrealistic and would alienate many of the dedicated listeners who contribute annually to CIUT's funding drive. That said, as a former student representative on the board of directors, I have found that many students on campus do indeed hold an interest in CIUT and tune in to their favourite programs on a regular basis. Furthermore, many CIUT programmers announce events taking place on campus and invite guests from the university community. CIUT also has a large contingent of student volunteers and the doors are always open for more students to become involved.

*KAREN MCCRINDLE
CIUT PROGRAMMER*

SETTING THE RECORD STRAIGHT

The major cash shortfall at CIUT was brought about by the administration — the board of directors and station manager — through poor management of funds over the past year and a half.

In your article Stacey Young is mentioned as saying that the "fiscal problems arise from years of

financial insecurity brought on by a lack of advertising and promotions revenue" (Campus Radio Station in Financial Crisis, Jan. 25). Although the management of advertising and promotions has been poor over the past few years, that has not been the main cause of the problem. The problem has been the overspending on items that were not realistically affordable at the time and on salaries for newly created jobs that the station couldn't afford either, with little return in value.

The high turnover in station managers is a result of poor research and practices by the hiring committees and the board. Last year's board, for example, decided to keep a station manager on for the sake of "stability" even though that station manager had increased the station's debt substantially over the previous six months.

The main problem at the station is that the board of directors and the station manager were not accountable to anyone for so long. As a result a dire financial crisis was born. In ignoring the policies and bylaws of the station and working from a top-down approach while ignoring input and concerns from volunteers, the board of directors (in conjunction with the station manager) not only created the crisis but allowed it to continue. The solution is responsible management and realistic budgeting.

The major source of "volunteer anger" is not the board's decision to allow corporate sponsorship but

rather that the board has been blind to reason and responsibility, allowing the mismanagement of funds to continue while blaming the station's woes on those who raise their voices about the problem.

Over a third of the volunteers at CIUT are from the U of T community. A lot of programming is done by and for the U of T community and there is a high interest in CIUT students as well; students are always welcome to become involved. CIUT also serves a larger community, broadcasting to much of southern Ontario and northern New York State.

We all love the station and want it to survive. One-sided articles like the one in the Jan. 25 issue of *The Bulletin* only make matters worse by confusing all concerned parties. CIUT will survive if people start acting responsibly, work together and follow the policies and bylaws and structures already laid out. Everybody should just do a little research first.

*THOR VOLOKWYN
VOLUNTEER/MUSIC PROGRAMMER
CIUT*

LETTERS DEADLINES

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3-bedroom house. Quiet, safe, downtown neighbourhood. Fully furnished. Available for short terms. Walking distance to shops and TTC. Parking and laundry. Non-smoker and no pets. \$2,000/month inclusive. Call John (416) 423-5913. E-mail: howard.kellen@on.aibn.com

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Professor and wife seek sabbatical house in the Annex beginning July or August 1999. References from University of Toronto faculty available. Phone 929-0538.

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\$28 per night single, Annex, 7-minute walk to Robarts Library, 14-night minimum, no breakfast but share new kitchen and bathroom; free private phone line, TV, laundry, dishwasher. Smoke-free, pet-free, quiet and civilized, for visiting academics and post-docs. 200-4037 or 73231.16@compuserve.com

VACATION / LEISURE

Botanical Gardens and Wildlife of South Africa. August 21 to September 6, 1999. Timed for peak blooming of wild flowers of Namaqualand and Fynbos. Tour will appeal to wildflower and gardening enthusiasts. Tour also includes time in Kruger National Park. Also tour to Botswana/Namibia in October/November 1999 (dates TBA). Both escorted by a member of the Garden Club of Toronto. Call Sue McClelland (416) 447-4486. E-mail: smcclell@alchemy.chem.utoronto.ca

HEALTH SERVICES

PERSONAL COUNSELLING in a caring, confidential environment. U of T extended health benefits provide excellent coverage. Evening and weekend hours available. Dr. Ellen Greenberg, Registered Psychologist, The Medical Arts Building, 170 St. George Street. 944-3799.

INDIVIDUAL AND COUPLE THERAPY. Experienced in psychotherapy for anxiety, depression and relationship problems. Coverage under staff and faculty benefits. Dr. Gale Bildfell, Registered Psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-6789.

Individual psychotherapy for adults. Evening hours available. Extended benefits coverage for U of T staff. Dr. Paula Gardner, Registered Psychologist, 114 Maitland Street (Wellesley and Jarvis). 469-6317.

PSYCHOANALYTIC PSYCHOTHERAPY with a Registered Psychologist. Dr. June Higgins, The Medical Arts Building, 170 St. George Street (Bloor and St. George). 928-3460.

Psychologist providing individual and group psychotherapy. Work stress, anxiety,

depression and women's health. U of T staff health plan covers cost. Dr. Sarah Maddocks, registered psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-1935 ext. 3321.

Psychotherapy. Dr. Joan Hulbert, Psychologist. Eglinton Avenue near Yonge. (416) 544-8228. Focus on depression, anxiety, substance abuse, difficulties with assertiveness, relationship problems, self-esteem, abusive relationships. Group therapy for self-esteem and assertiveness. Fees may be covered by Employee Health Insurance Plan.

Individual cognitive behavioural psychotherapy. Practice focussing on eating disorders, depression, anxiety and women's issues. U of T staff extended health care benefits provide full coverage. Dr. Janet Clewes, Registered Psychologist, 183 St. Clair Avenue West (St. Clair and Avenue Road). 929-3084. 1900 Dundas St. W., Suite 243, Mississauga, Ontario, (905) 814-5888 (Dundas St. W./Erin Mills Parkway).

Psychological services for children, adolescents and families. Comprehensive assessment of learning problems, emotional and behavioural difficulties. Individual psychotherapy, parent counselling. Dr. Meagan Smith and Dr. Arlene Young, Registered Psychologists. U of T area. 926-0218. Leave message.

Dr. Gina Fisher, Registered Psychologist. Psychotherapy for depression, anxiety, relationship problems, stress, gay/lesbian issues, women's issues. U of T extended health benefits apply. Evening appointments available. The Medical Arts Building (St. George and Bloor). (416) 932-8962.

Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan provides some coverage for psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Avenue (Bathurst/Bloor).

Dr. Dvora Trachtenberg, Registered Psychologist. Offering individual and couple/marital psychotherapy. Fees covered fully or partially by U of T extended health

benefits. Evening appointments available. The Medical Arts Building (St. George and Bloor). (416) 932-8962.

DR. WENDY C. CHAN CONSULTANTS offers culturally sensitive psychological services by Registered Psychologist and associates to individuals, couples, families. Therapy available in Cantonese, Mandarin, Spanish, Vietnamese, English for work and academic stress, depression, anxiety, pain coping problems. Services can be covered through health benefits plan. (416) 777-1612. Front/Jarvis.

Dr. Martin Antony (Psychologist) & Associates. Practising in assessment and short-term, cognitive-behavioural treatment of anxiety and mood problems, including: fears/phobias, social and performance anxiety, panic attacks, agoraphobia, chronic worry/stress, obsessions/compulsions, and depression/low self-esteem. U of T staff extended health care benefits provide full coverage. Daytime, evening, and weekend appointments available. Medical Arts Building (St. George and Bloor). (416) 994-9722.

Dr. Frances Khanna, C.Psych. and Gestalt Therapist. Gestalt Therapy is an approach to personal growth through living more fully in the present moment. Newly adapted for individuals experiencing high anxiety, panic attacks, phobic feelings. Sessions for adults, teenagers and children. University of Toronto health benefits apply. 179 Carlton St. (416) 481-1201.

Counselling and psychotherapy for personal problems, mental health and individual growth: depression, anxiety, job and family problems, disability, new challenges. Short-term or long-term; day or evening hours. Dr. Carol Musselman, Registered Psychologist, 252 Bloor Street West. Arrange an initial consultation to discuss your needs (923-6641 ext. 2448). May be covered by UT health insurance.

Psychotherapy: anxiety, depression, trauma, addictions, loss, burnout. Assessment: gifted, LD, ADHD. For: adults, couples, children and families. Applying cognitive behaviour therapy, systemic analysis and group treatment. Dr. E. Gelcer, Bloor at Castle Frank. Phone 928-3179.

MEDITATION FOR HEALTH. Medical program teaches stress reduction for chronic pain, anxiety and other stress-sensitive symptoms. Complementary, not alternative. OHIP coverage with physician's referral. Brochure available. Lucinda Sykes, M.D. (416) 413-9158.

Electrolysis, facials (Gerovital-GH3). Waxing. Men & women. Certified electrologists. Safe, sterile. Introductory offer, packages available. 7 days. Guaranteed quality at lowest prices downtown. Bay Street Clinic: 1033 Bay, #322, 921-1357; Medical Arts Building, 170 St. George, #700, 924-2355. North York 398-9883.

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CYNTHIA STANHOPE & ASSOCIATES, Registered Massage Therapy. Specialists in musculoskeletal pain, injury and stress management. 61 Hayden Street. (416) 921-1350. Extended hours 6 days a week. Gift certificates available. By appointment only. "Client-centred therapeutic massage."

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SNOWSTORM INFORMATION LINE

Want to know if classes are cancelled?
Want to know if the University is closed?

For St. George Campus call:
(416) 978-SNOW (7669)

For Erindale Campus
call Erindale Snow Hotline:
(905) 828-5399 and press 1

For Scarborough Campus
call Scarborough Snow Hotline:
(416) 287-7026

A decision to cancel classes or to close the University will only be taken under the most severe weather conditions.

TORONTO CENTRE FOR THE BOOK

"The Books of Henry the Eighth's Wives:
Physical Evidence and Cultural Significance"

JAMES CARLEY (York University)

Wednesday 24 February 1999 at 4:15 p.m.

Faculty of Information Studies Lecture Theatre

In association with the Faculty of Information Studies

SCHOOL OF CONTINUING STUDIES

Integral to the planning for the years 2000-2004 is the requirement for units of the University to carry out a rigorous self-assessment. The School of Continuing Studies encourages submissions from the community it serves. We welcome your views, comments and suggestions regarding our performance in offering non-credit continuing education. Please send your submission *in writing* no later than Friday, February 26, 1999 to: The Director, School of Continuing Studies, University of Toronto, 158 St. George Street, Toronto, Ontario M5S 2V8, or by fax at (416) 978-4846.

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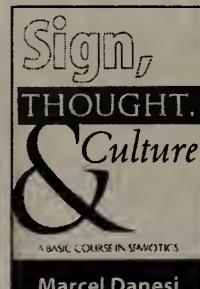
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Sign, Thought, & Culture A Basic Course in Semiotics

Marcel Danesi

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EVENTS



LECTURES

Urban Film.

MONDAY, FEBRUARY 8

Brian Andrews, Syracuse. Room 103, 230 College St. 7 p.m. *Architecture, Landscape & Design*

Rooms With a View:

Sources of Modern Urbanism.

WEDNESDAY, FEBRUARY 10

Rodolphe el-Khoury, Harvard University. Room 103, 230 College St. 7 p.m. *Architecture, Landscape & Design*

Images of Empire in Ancient Persia: Reflections on the Mesopotamian Legacy.

WEDNESDAY, FEBRUARY 10

Prof. Margaret Cool Root, University of Michigan; Ronald Morton Smith memorial lecture. 1087 Sidney Smith Hall. 8 p.m. *Canadian Society for Mesopotamian Studies*

Fission, Fusion and the Future.

THURSDAY, FEBRUARY 11

Paul Gierszewski, Ontario Hydro. 1101 Sandford Fleming Building. 4 p.m. *Sigma Xi, Scientific Research Society*

Socioeconomic Attainment of Caribbean Blacks: Four Nation Comparison — France, England, U.S. and Canada.

FRIDAY, FEBRUARY 12

Prof. Suzanne Model, University of Massachusetts at Amherst. Room 506, 203 College St. 1 to 3 p.m. *Ethnic Immigration and Pluralism Studies*

Botanical Motifs in Egyptian Art.

FRIDAY, FEBRUARY 12

Alwyn Burridge, University of Toronto. 142 Earth Sciences Centre. 6:30 p.m. *Society for the Study of Egyptian Antiquities*

Supernovae and the Fate of the Universe.

SUNDAY, FEBRUARY 14

Prof. Peter Garnavich, Harvard University. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Photoelectronics: A New Twist on the Interaction of Light and Electrons.

SUNDAY, FEBRUARY 21

Prof. John Sipe, physics. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Understanding and Addressing Bullying Problems at School: Implications for Physical Educators

MONDAY, FEBRUARY 22

Prof. Debra Peplar, York University. 307 Benson Building. 3:30 to 5:30 p.m. *Physical Education & Health*

Europe and the Atlantic Relations After the Year 2000.

MONDAY, FEBRUARY 22

Karsten Voigt, German Foreign Office. Rigby Room, St. Hilda's College, 44 Devonshire Place. 4 to 5:30 p.m. *International Relations Society and Joint Initiative in German & European Studies*

Terrestrial Lines.

MONDAY, FEBRUARY 22

Preston Scott Cohen, Harvard University. Room 103, 230 College St. 7 p.m. *Architecture, Landscape & Design*

The Democratization of Knowledge: From Balzac to McLuhan.

MONDAY, FEBRUARY 22

Prof. Graham Falconer, Centre Sablé. Kelly Library, St. Michael's College. 7:30 to 9 p.m. *McLuhan Program in Culture & Technology and Le Centre d'études romantiques Joseph Sablé*

Coming Out of the Closet.

TUESDAY, FEBRUARY 23

Grace Channer, African-Canadian lesbian artist. East Common Room, Hart House. 7:30 p.m. *Hart House Art Committee*

Fundamentals of Paper Forming.

WEDNESDAY, FEBRUARY 24

Bo Norman, Royal Institute of Technology, Sweden. 116 Wallberg Building. 12:30 a.m. *Chemical Engineering & Applied Chemistry*

COLLOQUIA

Reconciling the Painful Past.

MONDAY, FEBRUARY 8

Memory-in-Exile: Reflections on the Experience of the "68" Generation of Polish Jews, Prof. Iwona Irwin-Zarecka, Wilfrid Laurier University; Fugitive Places: Forever Looking for the Site of the Holocaust, Prof. Shelly Hornstein, York University; We Were Standing on Holy Ground: The S.A. Truth and Reconciliation Commission as a Forum of Reconciliation, Stéphane Lemire-Langlois, PhD candidate, criminology. 2090 Sidney Smith Hall. 2 to 5 p.m. *Criminology*

The Making of A Bug's Life: An Epic of Miniature Proportions.

MONDAY, FEBRUARY 8

Bill Reeves, Pixar Animation Studios. Auditorium, Medical Sciences Building. 4 to 6 p.m. *Computer Science*

Civic Participation, Volunteering and Giving: A Canada-wide Survey.

WEDNESDAY, FEBRUARY 10

Michael Hall, Canadian Centre for Philanthropy. 7-162 OISE/UT, 252 Bloor St. W. 12 noon. *Adult Education, Community Development & Counselling Psychology, OISE/UT*

Extreme Optical Physics: Pushing the Envelope for the Interaction of Light and Matter.

THURSDAY, FEBRUARY 11

Prof. Robin Majoribanks, physics. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Time-Resolved Studies of Dynamics in Ions and Ion Clusters.

FRIDAY, FEBRUARY 12

Prof. Daniel Neumark, University of California at Berkeley. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

Hate Crimes: Research and Policy After Matthew Shepard's Murder.

WEDNESDAY, FEBRUARY 17

Prof. Roy Gillis and graduate students Ellen Faulker and Gina DiGiulio, counselling psychology, OISE/UT. 7-162 OISE/UT, 252 Bloor St. W. 12 noon. *Adult Education, Community Development & Counselling Psychology, OISE/UT*

Ethical Issues in Data Linkage Research.

TUESDAY, FEBRUARY 23

Dr. Eric Holowaty, public health sciences; ethical evening discussion. Flavelle House, Faculty of Law, 78 Queen's Park Cres. 4:30 p.m. *Research Services and Research Office, Faculty of Medicine*

Obtaining Consent in Different Ethnic Groups.

WEDNESDAY, FEBRUARY 24

Prof. Leigh Turner, study of religion; brown bag discussion. Dean's Conference Room, Medical Sciences Building. 12 noon. *Research Services and Research Office, Faculty of Medicine*

Understanding the Knowledge Society: Adults' Informal Learning.

WEDNESDAY, FEBRUARY 14

Prof. David Livingstone, sociology and equity studies, OISE/UT. 7-162 OISE/UT, 252 Bloor St. W. 12 noon. *Adult Education, Community Development & Counselling Psychology, OISE/UT*

Early Modern Paper Making: Maintenance and Quality.

WEDNESDAY, FEBRUARY 24

Prof. Pierre Renard, University of Western Ontario. 323 Old Victoria College. 4 p.m. *IHPST*

SEMINARS

The Waning Days of the GDR: A Sociologist's Autobiographical Notes.

WEDNESDAY, FEBRUARY 10

Andreas Willisch, Humboldt University, Berlin. Room 506, 203 College St. 3 to 5:30 p.m. *Sociology*

Listen Again and I'll (Re) tell You a Story: Responding to the Problematics of Non-Aboriginal People Hearing First Nations Post-Contact Experience.

THURSDAY, FEBRUARY 11

Susan Dion Fletcher, graduate student, OISE/UT. 3-313 OISE/UT, 252 Bloor St. W. 3 to 5 p.m. *OISE/UT*

Arrestins: G-Protein-Coupled Receptor Desensitization and Beyond.

THURSDAY, FEBRUARY 11

Dr. Stephen Ferguson, Robarts Research Institute, London, Ont. 3231 Medical Sciences Building. 4 p.m. *Physiology*

Reproductive Allocation in Ants: Evolutionary Conflicts or Co-operative Strategies?

FRIDAY, FEBRUARY 12

Prof. William Brown, Syracuse University. 3127 South Building, U of T at Mississauga. 12 noon. *Erindale Biology*

An Archeological Scenario for the "Coming of the Greeks" ca. 3200 BC.

FRIDAY, FEBRUARY 12

Prof. John Coleman, Cornell University. 144 University College. 3:10 p.m. *Classics*

Developmental Constraints: Are They Real? Or Useful?

FRIDAY, FEBRUARY 12

Prof. Ellen Larson, zoology. B142 Earth Sciences Centre. 3:30 p.m. *Botany*

MEETINGS & CONFERENCES

University Affairs Board.

TUESDAY, FEBRUARY 23

Council Chamber, Simcoe Hall. 5 p.m.

EVENTS

The Role of Health Promotion Within a Reformed Health System.

FRIDAY, FEBRUARY 19

A conference for health service decision-makers addressing the questions: Where does health promotion fit within a reformed health system? What does health promotion have to offer a reformed health system? George Ignatieff Theatre, 15 Devonshire Place. Information and registration: Centre for Health Promotion, 978-1809. *Health Promotion*



PLAYS & READINGS

The Women.

WEDNESDAY, FEBRUARY 10 TO

SATURDAY, FEBRUARY 13

By Clare Boothe Luce; directed by Patricia Hamilton. Theatre Erindale production. Erindale Studio Theatre, U of T at Mississauga. Performances at 7:30, Wednesday and Thursday; Friday and Saturday, 8 p.m. Saturday matinee 2 p.m. Tickets \$10, students and seniors \$7 Wednesday and Thursday and for matinee; \$12, students and seniors \$8 Friday and Saturday. Box Office: (905) 569-4369.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

THURSDAY, FEBRUARY 11

!Profundi! Quartet: Paul Meyer, Carol Fujino, violins; Daniel Blackman, viola; and Simon Fryer, cello. Walter Hall. 12:10 p.m.

THURSDAY, FEBRUARY 18
Canadian Music Competition's Stepping Stone winner, Shoshana Telner, piano. Walter Hall. 12:10 p.m.

Faculty Artist Series. **FRIDAY, FEBRUARY 12**

St. Lawrence String Quartet with guests Shauna Rolston, cello, and Max Mandel, violin. Walter Hall. 8 p.m. Tickets \$15, students and seniors \$10.

Small Jazz Ensembles. **WEDNESDAY, FEBRUARY 24**

Favourite standards and student arrangements and compositions. Walter Hall. 8 p.m.

FILMS

Bonnie and Clyde.

FRIDAY, FEBRUARY 12

Directed by Arthur Penn. Innis College Town Hall. 7 p.m. Free. *Cinema Studies Student Union and SAC*



EXHIBITIONS

UNIVERSITY OF TORONTO AT SCARBOROUGH

Contemporary Art in

Scarborough XI.

TO FEBRUARY 12

Features experimentation in computer-assisted art works, sculptures, video installations and digital works. The

Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

JUSTINA M. BARNICKE

GALLERY

HART HOUSE

TO MARCH 4

Dog & Pony.

Sam Harris, relief sculptures, mixed media on plywood. East Gallery.

Parterre

Liz Parkinson, prints. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday, 1 to 4 p.m.

VICTORIA UNIVERSITY

Watercolour Paintings.

TO MARCH 12

Paintings by the Franklin Five: W. Bannerman, J. Blahut, A. Horne, J. Garratt, G. Le Feuvre, E.J. Pratt Library. Hours: Monday to Friday, 9 a.m. to 5:45 p.m.; Saturday and Sunday, 1 to 5 p.m.

UNIVERSITY OF TORONTO

ART CENTRE

Selections.

TO MARCH 26

Selected highlights from the three university collections: the Malcove Collection, the University College Art Collection and the University of Toronto Art Collection. Hours: Tuesday and Friday, 11 a.m. to 4 p.m.; Wednesday and Thursday, 11 a.m. to 7 p.m.; Saturday, 12 noon to 4 p.m.

THOMAS FISHER RARE BOOK LIBRARY

Art on the Wing: British, American and Canadian

Illustrated Bird Books from the 18th to the 20th Century.

JANUARY 25 TO APRIL 9

A selection of illustrated bird books, with an emphasis on birds of the Americas, demonstrating many different graphic techniques and processes. Hours: Monday to Friday, 9 a.m. to 5 p.m.



MISCELLANY

Alzheimer's Support Group.

TUESDAYS, FEBRUARY 9 AND

FEBRUARY 16

A support group for students, staff and faculty whose loved ones have Alzheimer's Disease. Jan Vieira, Alzheimer Society of Toronto, will lead the group and touch on pertinent issues associated with the disease. 2nd floor, 40 Sussex St. 12 noon. *Family Care Office*

Choosing Child Care That Works for Your Family.

WEDNESDAY, FEBRUARY 10

Session covers types of care available, costs, evaluation of caregivers and other information that parents need to make the best decision for their children. 12 noon to 1:30 p.m. To sign up call 978-0951 or e-mail: *family.care@utoronto.ca*. *Family Care Office*

Distinguished Educators Awards Ceremony.

THURSDAY, FEBRUARY 18

Presentation to the six award winners. Auditorium, OISE/UT, 252 Bloor St. W. 8 p.m. *OISE/UT*

Maternity Leave Planning.

TUESDAY, FEBRUARY 23

Workshop adopts a practical approach to preparing faculty, staff and librarians for maternity leave and a successful return to work. 12 noon to 1:30 p.m. Free. Call the family care office to register: 978-0951. *Family Care Office*

DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, by the following times:

Issue of February 22, for events taking place Feb. 22 to March 8: **MONDAY, FEBRUARY 8**.

Issue of March 8, for events taking place March 8 to 29: **MONDAY, FEBRUARY 22**.

UNIVERSITY ~ OF ~ TORONTO

THE BULLETIN

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COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.

The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

CALL FOR NOMINATIONS

Provost Adel Sedra has issued a call for nominations for University Professors. The designation of University Professor, which is restricted to two per cent of the tenured faculty, recognizes outstanding scholarly achievement and pre-eminence in a particular field of knowledge.

Nominations should be sent to Beata FitzPatrick, assistant provost, Room 225, Simcoe Hall, by March 31.

DEAN, FACULTY OF MEDICINE

In accordance with Section 62 of the Perron Rules, President Robert Prichard has established a search committee to recommend the appointment of a dean of the Faculty of Medicine effective July 1. Professor Arnie Aberman will complete his first term as dean June 30; although eligible for reappointment he has indicated that he does not wish to be considered. Members are: Professor Adel Sedra, vice-president and provost (chair); Professors Carl Amrhein, dean, Faculty of Arts & Science; John Challis, chair, physiology; Joe Connon, department of medicine; Vivel Goel, chair, health administration; Alan Hudson, president and CEO, Toronto Hospital; Michael Marrus, dean, School of Graduate Studies; James Rutka, surgery; Barry Sessle, dean, Faculty of Dentistry; Judith Shamian, vice-present (nursing), Mt. Sinai Hospital; and Catharine Whiteside, Institute of Medical Science; and Dr. Martin Barkin, alumnus, Faculty of Medicine; Dr. Jane Batt,

doctoral student, Institute of Medical Science; Debra Chang, undergraduate medical student; David Keeling, faculty administrative officer, Faculty of Medicine; Joan Leishman, head, Gertstein Science Information Centre; Dr. Mona Loutfy, chief resident, department of medicine; and Jeffrey Lozon, president and CEO, St. Michael's Hospital.

The committee would welcome nominations and comments from interested persons. These should be sent to the attention of Louis Charpentier, assistant vice-provost (health sciences), at 978-6662; fax, 971-1380; e-mail, l.charpentier@utoronto.ca by February 17.

DEAN, FACULTY OF NURSING

In accordance with Section 62 of the Perron Rules, President Robert Prichard has appointed a search committee to recommend the appointment of a dean of the Faculty of Nursing effective July 1. Professor Dorothy Pringle will complete her second term as dean June 30; she is not eligible for reappointment. Members are: Professor Adel Sedra, vice-president and provost (chair); Professors Harvey Anderson, associate dean, Division IV, School of Graduate Studies; Gail Donner, associate dean (education), Faculty of Nursing; Paul Garfinkel, chair, psychiatry; Ellen Hodnett, Faculty of Nursing, Heather M. Reisman Chair in Nursing Research, Mt. Sinai Hospital; Diane Irvine and Linda O'Brien-Pallas, Faculty of Nursing; and Wes Shera, dean, Faculty of Social Work; and Jeff Boal, under-

graduate student, second-entry program, Faculty of Nursing; Elaine Chu, senior admissions officer, Faculty of Nursing; Theodore Freedman, president and CEO, Mt. Sinai Hospital; Sandra Langlands, head, reference and information services, Gerstein Science Information Centre; Gail Mitchell, alumna and chief nursing officer, Sunnybrook Women's College Health Sciences Centre; Patricia Petryshen, vice-president and chief nursing officer, St. Michael's Hospital; Rhonda Siedman, doctoral student, Faculty of Nursing; and Francine Wyni, senior tutor and director, second-entry program, Faculty of Nursing.

The committee would welcome nominations and comments from interested persons. These should be sent to the attention of Louis Charpentier, assistant vice-provost (health sciences), at 978-6662; fax, 971-1380; e-mail, l.charpentier@utoronto.ca by February 17.

REVIEW

An external review committee has been established to review the psychoanalytic thought program March 5. Members are: Professors Donald Carveth, department of sociology, York University; and Mary Jacobus, department of English, Cornell University.

The committee would be pleased to receive comments from interested persons. These should be submitted to Dean Carl Amrhein, Faculty of Arts & Science, Room 2020, Sidney Smith Hall.

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OPEN SYSTEM

Competition and diversity of choice in the cyber world are essential to keep costs down and encourage innovation

BY STEFAN MOCHNACKI

COMPUTERS AND THE INTERNET CONTINUE TO transform the way we all work within the university, whether we are students, staff or faculty. What was the mere calculator and bookkeeping machine of 30 years ago has grown to become the principal working tool for many of us and has even acquired a central role in our homes. We marvel at the computer's soaring powers and plunging costs but at the same time we are often frustrated by the limitations of the computer's software.

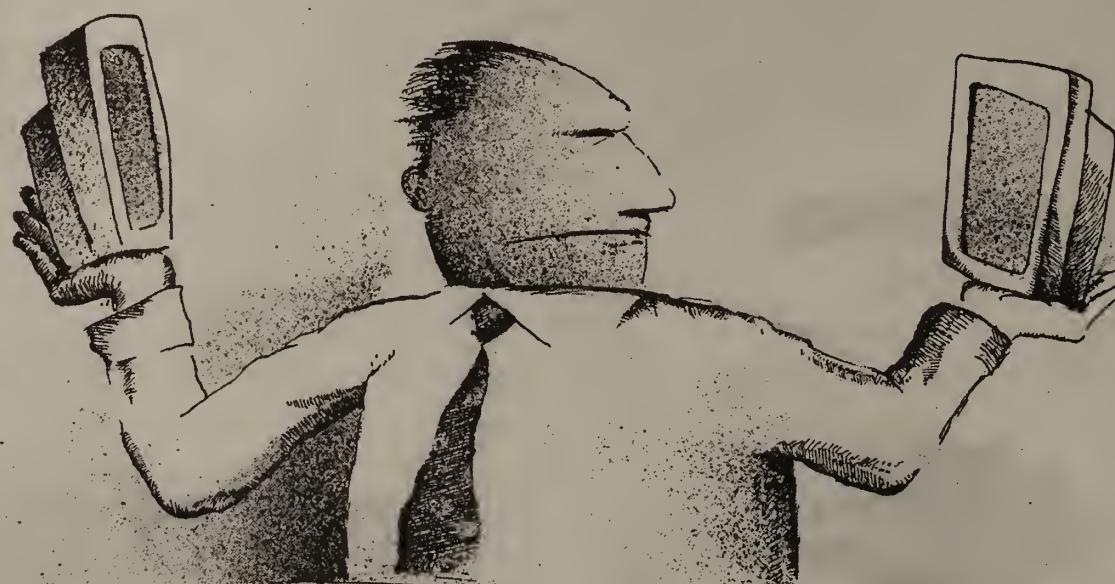
Since the 1950s the disconcertingly rapid rate of change associated with computers has often made it comfortable for people to become used to some standard way of doing things and to stay with it. Computer system vendors have played on this fear of the unknown to reinforce attachment to their offerings; we call this "FUD" for fear, uncertainty and doubt. In the area of hardware and networks, a long evolutionary process in the marketplace has led to a kind of standardization of architectures despite an amazing variety of components, leading to economies of scale that have turned computer hardware into commodity goods, traded much like clothing or television sets.

This generally healthy state of affairs unfortunately has not extended to computer software, where one company, Microsoft, has acquired a dominant position, reinforced by the natural human inclination for a familiar standard despite the technical inferiority of its operating systems compared with others. Because Microsoft expects that every personal computer will use its software and be delivered with it installed, it arranges with computer vendors to be paid a licence fee for every computer sold. Although this hidden "Microsoft tax" is less than the price of the same software in shrink-wrap on the shelves of retail stores, the sheer number of computers adds up to a lot of money. Very recently non-Windows users have started asking for a rebate of the "tax."

movement is the UNIX-like operating system Linux, called GNU/Linux. Linux and other UNIX-like systems such as FreeBSD are widely considered to be more capable and crash-proof than Microsoft's various flavours of Windows and are much more capable than Windows in the hands of advanced users. Unlike most commercial UNIX systems and

attention for research involving Linux-based wearable computers. The Bookstore Computer Shop sells large numbers of CD distributions of Linux. Elsewhere, Linux is a godsend for the Third World. Mexico is putting Linux into all its schools, saving at least a hundred million dollars in licence fees. Japan, China and India are rapidly adopting Linux

because it is seen as providing a buffer against cultural domination by English-speaking software corporations.



Windows, Linux is free, and any programmer can tinker with its source code. By virtue of a "General Public License," the source code will always be available and free, though you probably will want to pay a few dollars for the convenience of having a "distribution" on a CD-ROM, together with a paper manual. Unlike standard commercial software, you can copy that CD to many machines so a single CD can serve a whole department.

In addition to lots of free applications software, much commercial software is now available for Linux. The Canadian company Corel is investing in Linux applications (e.g., Wordperfect) and hardware (the Netwinder). However, a slimmed-down personal version of Linux Wordperfect is available for free download over the Internet from Corel. Much of the Internet runs under Linux and other UNIX servers in situations where reliability is essential. Programmers are rapidly refining the user interfaces for Linux so that it will soon be easier to use than Windows and be more pleasing. Linux is seen as the most likely competition to Microsoft yet nobody owns it or can charge licence fees for it.

German company has recognized the need for portability and its new client software runs on any computer with a modern Web browser. The university may have less need for proprietary operating system software, at a healthy saving both in licensing costs and in hardware, since the efficient Linux system can run on more modest computers than required by the latest versions of Windows. Furthermore, large numbers of UNIX-type systems can be more efficiently maintained by professionals over the network which means that "mission-critical" computers can be better managed for less. The managers need to be better qualified but fewer should be needed. The community of system administrators within the university exists to provide support and advice whenever needed; informal free support over the Internet has proven to work better than paid corporate support, which no doubt is hard for business managers to understand. While there are some central functions that need fully dedicated professional support, there is no reason why departments cannot base themselves entirely on free systems for teaching, research and administration.

In the past U of T staff and students have contributed richly to the free software upon which the Internet is founded (the name of Henry Spencer, formerly of zoology, is particularly well known). The peer review system that controls and verifies the dissemination of scientific results is analogous to the way in which open source software is tested, improved and verified over the Internet, and likewise the process results in works of high quality. In my own area of astronomy the most important software is open source and has been freely available for many years. There is a natural "fit" between the university and the world of open source software.

In the coming months, as the open-source software movement captures more attention, it would do well for every unit within the university to look at free or low-cost UNIX-like operating environments first. As better user interfaces and more software become available, the comfortable old, expensive and less powerful choice becomes less and less justifiable. Free software can actually set us free, both financially and intellectually. This is one trend we must not miss.

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The academic online journal *First Monday* (<http://www.first-monday.dk/index.html>) and Esther Dyson's monthly report *Release 1.0* (<http://www.edventure.com/release1/issues.html>) have published many important papers concerning the Internet and the issues discussed above.

DOMINANCE OF THE COMPUTER WORLD BY ONE PLAYER HAS occurred previously; it retards the development of computers and their uses, despite the comfort provided to intimidated users by the resulting uniformity. When one player wants to control all aspects of the industry, new, innovative firms are discouraged by the certainty of their absorption into the dominant company. Academics and researchers are hobbled by the limitations of the dominant paradigm. As in living systems, so too in the cyber world diversity is necessary for innovation to flourish and we have been getting dangerously close to a monoculture at the level of ordinary users.

Over the past year two stories of historic proportions have shaken the assumption that Microsoft would "rule the world." Firstly, the U.S. Department of Justice has sued Microsoft under the anti-trust laws. The daily unfolding of evidence continues to suggest that Microsoft has tried to control every facet of the computer software industry by leveraging its ownership of the dominant operating system, Windows. In particular, Microsoft has tended to "embrace and extend" open standards, adding proprietary enhancements to the way computers communicate with each other, thereby locking users into the Windows world. Diversity of computer systems requires open, uniform communication standards but it is awfully tempting for a dominant player to subvert such standards with secret or confusing "improvements."

Secondly, a free alternative to Windows has emerged from an unlikely source: the worldwide community of programmers collaborating over the Internet to produce excellent free software. The crown jewel of this "open source software"

The rapid refinement of free software by hordes of programmers collaborating over the Internet seems to outpace the best efforts of even the largest companies working on closed, proprietary software. This striking synergy of the Internet has been nicely analysed in an influential essay by Eric Raymond (see <http://www.tuxedo.org/~esr/writings/cathedral-bazaar/>), which triggered a significant turn towards Linux and open-source software by the industry in 1998. The entire computer industry is now moving rapidly to support Linux which runs on more kinds of commonly-used hardware than any other operating system, from hand-held "personal digital assistants" to supercomputers.

Linux is used in labs, classrooms and offices at the University of Toronto. Many people use it at home and even run their laptops with it. Professor Steve Mann of electrical and computer engineering has recently attracted much